

## EDITED KSA LISTING

### CLASS: RECREATION THERAPIST, CF

*NOTE: Each position within this classification may be required to possess all or some of these knowledge, skills or abilities.*

#	Knowledge, Skill, Ability
	<b>Knowledge of:</b>
<b>K1.</b>	Advanced knowledge of theory and practice of mental (e.g., cognitive, behavioral, psycho-social psychology, etc.) and physical (e.g., occupational therapy, physical therapy, neuro/muscular re-education, etc.) rehabilitation of mentally, physically and developmentally disabled inmate/patients to provide mental health services within the correctional setting.
<b>K2.</b>	Advanced knowledge of therapeutic principles and techniques of group therapy (e.g. leisure education, social skills training, stress management, reality orientation, etc.) and individual activities (e.g., art, journaling, exercise programs, leisure reading, etc.) used in the application and leadership of recreation therapy.
<b>K3.</b>	<b>Basic correctional knowledge of departmental and local institutional regulations, policies and procedures (e.g., Departmental Operational Manual (DOM), Title 15, any other departmental directives) in order to follow the chain of command, analyze situation accurately, and adopt an effective course of action to ensure the safety and security of the institution.</b>
<b>K4.</b>	<b>Basic knowledge of appropriate documentation of clinical contacts (e.g., assessments, individual and group therapy), and chronos (e.g., informational, counseling, and Inmate Worker Supervision) in order to facilitate communication with treatment providers and correctional staff, and to maintain accurate records.</b>

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#	Knowledge, Skill, Ability
K5.	Basic knowledge of common mental health impairments (e.g., schizophrenia, major depression, psychosis, personality disorders) and medical conditions (e.g., Hepatitis, HIV/AIDS, diabetes, dementia, substance abuse, Alzheimer's, etc.) in order to provide mental health services to mentally ill inmate/patients encountered within the correctional setting.
K6.	<b>Basic knowledge of recreation therapy assessment to include histories (mental, family, medical, social, employment, education, treatment and psychological) and past and current recreational interests in order to match mentally ill inmate/patients needs to appropriate therapeutic services within the correctional setting.</b>
K7.	<b>Basic knowledge of treatment planning using identified mentally ill inmate/patients needs obtained from recreation therapy assessments to develop treatment goals and match available therapeutic interventions (e.g., aerobics, assertiveness training, behavior modification, etc.) within the correctional setting.</b>
K8.	<b>Basic knowledge of treatment plan implementation for mentally ill inmate/patients in order to monitor and document treatment progress and adjust treatment goals within a correctional setting in accordance with Mental Health Services Delivery System (MHSDS) Program Guide and local institutional policy and procedures.</b>
K9.	<b>Basic knowledge of community resources in the area of expressive arts (e.g., music and choir groups painting, drawing, sculpting, storytelling, writing, poetry) for mentally ill inmate/patients to conduct recreational activities within the correctional setting.</b>

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#	Knowledge, Skill, Ability
K10.	<b>Basic knowledge of individual and group interventions, (e.g., behavior modification, cognitive behavioral, psycho educational, etc.) in order to provide mental health services consistent with MHSDS Program Guide and local institutional policy and procedures.</b>
K11.	<b>Basic knowledge of suicide/homicide risk assessment and prevention (e.g., plan, means and intent, etc.) in order to protect the health and safety of mentally ill inmate/patient's within the correctional setting.</b>
K12.	<b>Basic knowledge of monitoring the activities of daily living (ADL) inmate/patient's in order to evaluate level of functioning within the correctional setting.</b>
K13.	<b>Basic knowledge of professional consultation (e.g., roles and responsibilities in order to consult with psychiatrists, nursing staff, program supervisor, correctional staff, etc.) in order to collaborate with other clinical team members for effective implementation of mental health treatment in a correctional setting.</b>
K14.	<b>Basic knowledge of the different roles of correctional and mental health staff (e.g., psychiatrists, social workers, psychiatric technicians, correctional counselors, etc.) in order to coordinate appropriate mental health services for mentally ill inmate/patients in a correctional setting.</b>
K15.	<b>Basic knowledge of California laws and regulations (e.g., Title 22, Duty to Warn, Confidentiality, Mandated Reporting, etc.) related to the clinical practice of recreation therapy in order to provide quality mental health care to mentally ill inmate/patients in accordance with the law.</b>

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#	Knowledge, Skill, Ability
K16.	<b>Basic knowledge of individual differences and cultural diversity issues (race, ethnicity, age, gender, disability, religion, views, attitude, values) in order to provide appropriate, culturally sensitive services to mentally ill inmate/patient in a correctional setting.</b>
K17.	<b>Basic knowledge of principles and techniques of quality management (e.g., Unit Health Records (UHR) audits, problem-focused audits, staff credentialing) and peer review (intra-disciplinary) in order to identify problems in mental health services delivery and recommend solutions per MHSDS Program Guide in a correctional setting.</b>

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	<b>Skill to:</b>
S1.	Skill to provide leadership of various types of recreation and entertainment activities to mentally ill inmate/patients in order to match clinical needs with therapeutic interventions in a mental health program within a correctional setting.
S2.	<b>Skill to reorganize job tasks in order to respond effectively to meet job demands, deadlines, program guidelines and unscheduled program changes (i.e., lockdown, riot, weather conditions, medical necessity, reduction in staff, increase/decrease within inmate population, etc) to adapt to the program flexibility experienced in a correctional setting.</b>
S3.	<b>Skill to provide program consultation to peers and to other institutional and interdisciplinary staff in classification committees, IDTT teams, quality management committees in order to deliver mental health services within a correctional setting.</b>
S4.	<b>Skill to conduct recreation therapy assessments of mentally ill inmate/patients to collect baseline data on cognitive, social, physical, spiritual, and psychological behavior and leisure functioning and to match therapeutic interventions (e.g., individual and group therapy including indoor outdoor sports and fitness, assertiveness training, reality orientation, socials skills training and stress training, etc.) in a mental health program within a correctional setting per MHSDS Guide.</b>

Bold text-indicates not on Classification Spec.

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S5.	Skill to analyze situations (e.g., program and patient issues, etc.) accurately and take appropriate action in order to safely deliver mental health care services within a correctional setting.
S6.	<b>Skill to communicate effectively (e.g., orally, in writing and electronically) in order to ensure cooperative interrelationships and provide information to others (e.g., professional colleagues, treatment teams, correctional staff, etc.), document clinical contacts, record patient progress, make recommendations, write reports, memos, progress notes, etc.</b>
S7.	Skill to document clinical contacts (e.g., assessments, individual and group therapy, etc.) to record progress and intervention outcomes, communicate with other Interdisciplinary Treatment Team (IDTT) members and for data entry into the automated Mental Health Tracking System (MHSTS).
S8.	<b>Skill to recognize potentially dangerous situations in order to prevent harm to self and others (staff, contractors, vendors, etc.) by complying with institutional safety and security procedures in a correctional setting.</b>
S9.	<b>Skill to motivate the interest of mentally ill inmate/patients to maximize participation in the prescribed treatment activities per their individual treatment plan in a correctional setting.</b>
S10.	<b>Skill to select inmate workers who are assigned to recreational therapist to assist in implementing recreational and leisure activities in the MHSDS Program within a correctional setting.</b>
S11.	<b>Skill to train inmate workers who are assigned to recreational therapist to assist in implementing recreational and leisure activities to ensure proper job performance within a correctional setting.</b>

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#	Knowledge, Skill, Ability
S12.	<b>Skill to supervise inmate workers who are assigned to recreational therapist to assist in implementing recreational and leisure activities to ensure appropriate job performance within a correctional setting.</b>
S13.	<b>Skill to coordinate activities with outside community and volunteer groups to implement recreational therapy program for mentally ill inmate/patients in a correctional setting.</b>

	Special Personal Characteristics:
SPC1.	Assignments may include sole responsibility for the supervision of mentally ill inmate/patients and/or the protection of personal and real property.
SPC2.	Emotional stability in order to establish and maintain professional interpersonal relationships in a state correctional facility.
SPC3.	Patience to maintain a professional therapeutic environment in an institution to maintain self-control in stressful and dangerous situations, to develop an empathetic understanding of staff and mentally ill inmate/patients, to adjust to changes in the institutional setting (e.g., lockdowns, riots, overcrowding, etc.) and to respond to changes in custody requirements, court mandates, departmental policies and procedures in a state correctional facility
SPC4.	Alertness in order to maintain a safe and secure environment to self and others, and to anticipate problems (e.g. harm to self or others, escapes, disruptive behavior, change in a mentally ill inmate/patients mental functioning, etc.) in a state correctional facility.

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#	Knowledge, Skill, Ability
SPC5.	<b>Awareness of self-limitations in order to know when to ask for assistance, consultation or clinical supervision in a state correctional facility.</b>
SPC6.	<b>Professional integrity in order to acquire broader clinical knowledge in the field, ensure the ethical and professional treatment of mentally ill inmate/patients, and to comply with departmental regulations, policies, and procedures in a state correctional facility.</b>



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	Special Physical Characteristics
<b>SPH1</b>	Persons appointed to this position must be reasonably expected to have and maintain appropriate strength, agility and endurance to perform during physical, mental and emotional situations encountered on the job without compromising their health and well being or that of their fellow employees or that of mentally ill inmate/patients in a state correctional facility.